

Effective July 1, 2014 - June 30, 2015

| INSURANCE | | | |
|--|-----------------------|----|-------------------|
| <u>Costs based on per pay period rates</u> | | | |
| Medical - Select Health Med Plus - \$750 Traditional | Employee Costs | | City Costs |
| Single | \$ 48.24 | \$ | 218.17 |
| 2-Party | \$ 101.51 | \$ | 449.84 |
| Family | \$ 154.99 | \$ | 590.82 |
| Medical - Select Health Med Plus - \$1250 HDHP | | | |
| Single | \$ 34.09 | \$ | 193.16 |
| 2-Party | \$ 70.56 | \$ | 399.84 |
| Family | \$ 95.44 | \$ | 540.81 |
| City Contribution to HSA Savings Plan | | | |
| Single | \$ - | \$ | 25.00 |
| 2-Party | \$ - | \$ | 50.00 |
| Family | \$ - | \$ | 50.00 |
| Dental - EMI Choice | | | |
| Single | \$ 4.35 | \$ | 10.15 |
| 2-Party | \$ 9.19 | \$ | 21.44 |
| Family | \$ 15.43 | \$ | 36.00 |
| Vision & Accident Insurance Policies also available- paid by employee | | | |
| CITY PAID BENEFITS | | | |
| Employee Life Policy | \$ 50,000.00 | | |
| Spouse Life Policy | \$ 10,000.00 | | |
| Child(ren) Life Policy | \$ 10,000.00 | | |
| Accidental Death & Dismemberment (AD&D) | \$ 100,000.00 | | |
| Additional Life and AD&D Policies available - paid by employee | | | |
| Short Term Disability (STD) | | | |
| Long Term Disability (LTD) | | | |
| Employee Assistance Program (EAP) | | | |
| PAID TIME OFF | | | |
| <u>Non-Sworn Full Time Employees:</u> | | | |
| * PTO is accrued on a per pay period basis. Years of service 0-5 accrue 6.16 hrs. per pay period. | | | |
| * Accrual hours increase at 6, 11 and 16 years of service. Part time employees accrue on a prorated basis. | | | |
| * The city is closed for 11 holidays a year. | | | |
| * Employees also receive an 8 hr. personal holiday to be used anytime during the fiscal year. | | | |
| <u>Sworn Full Time Employees:</u> Sworn Employees utilize a vacation/sick leave schedule. | | | |
| * Vacation is accrued on a monthly basis. Years of service 0-8 accrue 8 hrs. a month. | | | |
| * Accrual hours increase at 9 and 17 years of service. Part time employees accrue on a prorated basis. | | | |
| * Employees receive 88 Holiday hours that accrue and must be used quarterly. | | | |
| * Employees also receive an 8 hr. personal holiday to be used anytime during the fiscal year. | | | |
| ADDITIONAL CITY BENEFITS | | | |
| <u>Social Security Exemption:</u> Cottonwood Heights is exempt from social security and has elected to contribute the 12.4% to a retirement account for individual employees. The City and the employee each contribute 6.2%. | | | |
| <u>Pension Program:</u> Employees working 20+ hours a week are eligible to participate in the Utah Retirement System. | | | |
| <u>Tuition Reimbursement:</u> The City currently reimburse up to \$2000 per year. This is available after the employee has been working for one full year. | | | |
| <u>Recreation Center:</u> Full time Employees are eligible to join the Cottonwood Heights Rec Center for half price. Single, Couple and Family passes are available. | | | |
| <u>Cafeteria Plan:</u> The City offers a 125 FLEX plan. The employee designates funds they want set aside pre-tax to be used for medical costs and/or child care costs. | | | |